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. . . The 183rd Meeting of the CIA RETIREMENT BOARD
convened on Thursday, 8 June 1972, at 2:00 p.m. in Room 5E62, Headquarters,
with the following present:

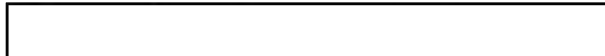
Mr. Harry B. Fisher, Chairman

25X1A9A



25X1A

Mr. John S. Warner, Legal Adviser



25X1A9A

Guests: [redacted] OS, appeared
in his own behalf at the invitation of
the Board.

25X1A9A

[redacted] O/DCI/Historical Staff,
appeared in his own behalf at the invitation
of the Board.

MR. FISHER: To begin with, let me be sure that we have no
problem with the Minutes. Have you all had a chance to review the 4 May
Minutes? and the 11 May Minutes? (No response.) If there are no changes,
then they'll stand as written.

. . . Minutes of 4 May and 11 May stand as
written . . .

25X1A9A

25X1A9A MR. FISHER: For the 15-year designations we have [redacted]
and [redacted] both of whom appear to meet the criteria for designation.

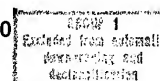
. . . Motion made, seconded, and passed . . .

MR. FISHER: We also have 27 employees who have now com-
pleted five years of Agency service and are appropriately qualified for designation
as participants in the System.

. . . Motion made, seconded, and passed . . .

MR. FISHER: As usual, we have some add-ons for you, all
of whom have the required years of qualifying service and age for retirement.

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25X1A9A

[REDACTED]

The following voluntary retirements are:

25X1A9A

[REDACTED]

The following involuntary retirements are:

25X1A9A

[REDACTED]

25X1A9A

[REDACTED]

These were on your projections, weren't they?

some of them are.

25X1A9A

[REDACTED]

Yes. I did that just before the last Board

meeting.

MR. FISHER: These are all within what figure? 221?

25X1A9A

[REDACTED]

Yes. Three of those people really haven't

signed yet, but I know they're going to sign. The figure as of the time I left

was 572. I lost one yesterday - he converted to disability.

MR. FISHER: Okay - fine.

25X1A9A

[REDACTED]

I know it's doing things a little [REDACTED] funny,

but if anybody signs within the next two weeks, is it possible for me to go ahead and

approve them? if they are qualified?

MR. FISHER: Yes, I think so.

25X1A9A

[REDACTED]

Assuming that they will be approved, yes.

25X1A9A

[REDACTED]

Have you broken them down by Directorate?

25X1A9A

[REDACTED]

The total? No.

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25X1A9A

[] We had 70 as of this morning.

25X1A9A

[] We had three out of that group just in Logistics alone.

MR. FISHER: If you only have 70, Bob, then DDS must certainly have more.

25X1A9A

[] It must be DDS.

MR. FISHER: DDI has a pretty good share.

25X1A9A

[] Nine of these are yours, Gordon.

25X1A9A

MR. FISHER: Okay. We can now move on to item 3 - which is [] - and I assume he is standing by.

25X1A9A

[] Yes.

25X1X4

MR. FISHER: He needs 26 months and 22 days. According

[]
on his overseas duties which is already included in his overseas credits, so I don't think we have to worry too terribly about that.

25X1A8A

I think we are on the verge of saying this might well be qualifying service, but we are concerned about the [] types that have been involved in this sort of thing. Therefore, we thought maybe we ought to bring him in and have you people ask him any questions that you might have on your minds.

25X1A9A

[] Didn't we have this case before?

MR. FISHER: Yes. We tabled it in order to bring him in.

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such a gentleman about this whole thing. He apparently doesn't want to appeal to the Director - although he may eventually - but he saw fit to come back and see me and he indicated that he had thought of other things.

Now one thing that bothered me was this new business in his paragraph 4 here where he talks about May, 1960, to October, 1961. We have previously dealt with May, 1960, to July, 1961, and that gave us a real problem because when we took out the time for which he had already gotten overseas credit in there, he only had 12 months of service for which he was trying to get 13 months credit. And had it all been good I suppose we could have said okay, but we said six months - maybe eight months at the outside.

[redacted] still thinks that he had his heart attack in July, and that that effectively ended his tour, although he didn't administratively end the tour. I was looking for his biographic profile, which is not here.

25X1

25X1X4

[redacted] I looked in his file, but there's nothing in there that's going to help as far as that date is concerned.

MR. FISHER: We made quite a bit of the fact that there wasn't enough time to give him the time that he needed. Here the assignment shows that in September he went into Plans. From 1951 to 1954 he was apparently

25X1A6A

down [redacted] and he admitted to me that he didn't do any direct training. He

25X1A9A

was in a sense a direct supervisor of the training, and yes, he used the name

25X1A6A

[redacted] Obviously his time in [redacted] is all fine. From 1957 to 1960

25X1A

[redacted]
Committee - none of which leaves us breathless.

25X1A2G

Now I wasn't paying too much attention to [redacted]

As a

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25X1A5A1 matter of fact, as we go through the rest of those things - Special Assistant
25X1A5A1 to [] and meeting with the head of [] - he did cover all
those things with us plus some more, all of which led us to say that six or eight
months of that time was good.

25X1A9A

[] You say six to eight months out of May, 1960,
to July, 1961, was good?

MR. FISHER: Yes. We weren't precise, but we could see
some of that.

25X1A9A

[] Then you need the other five, six, seven months
out of that next block.

25X1X4

25X1A2G

25X1A9A

MR. FISHER: No.

25X1A9A

[] It doesn't indicate any length of time.
[] I figured he needed quite a bit of that if he was
going to make it. It doesn't give any time here. I don't know if we can stretch
this far or not. It's a case where you would like to, but it isn't very explicit.

It's not very helpful in making a case.

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25X1A6A

MR. FISHER: And he goes into long stories of [REDACTED]

which we have already given him credit for.

25X1A9A

[REDACTED] Is he trying to go out in June?

25X1A9A

MR. FISHER: Yes.

[REDACTED] He came down last week and we went over all his financial figures. I gave him his estimates and explained all his insurance - he has had a full briefing. He is still agonizing over whether he can go Civil Service or not.

MR. FISHER: He told me he was about ready to go, and in a subsequent meeting he said it's going to be a little tough for him to make it under the Civil Service annuity. It becomes pretty significant.

25X1A9A

[REDACTED] He wanted to know how many pay checks he had coming afterwards and exact figures all the way down the line.

25X1A9A

[REDACTED] Maybe you could send him on an inspection trip in the next six months.

25X1A9A

[REDACTED] How close is it?

25X1A9A

[REDACTED] If we said six to eight months before, we might go to 7, 9 months now.

MR. FISHER: We said that after we had agreed that he didn't have it. If you recall, he was honest enough to say - [REDACTED]

25X1

25X1

[REDACTED] That was his main job. He seemed to be singled out from time to time as an individual to handle some of these cases and, really, we were giving him six out of 12 months for that.

25X1A9A

[REDACTED] It was a rough estimate at the time.

25X1A9A

[REDACTED] I still don't see 13 months.

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25X1A9A

[] I hadn't remembered that six or eight months, Harry, and I put down two months as my total here.

25X1A9A

MR. FISHER: It wasn't a very precise figure.

[] We said perhaps as much as six months.

MR. FISHER: Well, I gather the sense of the group is that he still doesn't have it.

25X1A9A

[] Is he a possible disability case?

MR. FISHER: No. As a matter of fact, he went [] after his heart attack.

25X1A6A

25X1A9A

[] Is he back from the school now?

MR. FISHER: Yes.

25X1A9A

[] What's he doing right now?

MR. FISHER: I'm sorry, I'm not sure that he's back here. I think it's supposed to end in June - about now. He's winding up now. And incidentally, the Agency is sending no replacement either, and obviously they're hard put to find something for him to do. He spent most of his time trying to figure out how he could get out of here.

I think he would really like to go. I'm not trying to be negative, but if he was 55 years old and losing the 3-1/2%, I don't think he would boggle at all.

25X1A9A

[] Does he intend to work when he retires?

25X1A9A

MR. FISHER: I have no idea.

[] That's why I was asking about the physical side - if he really feels like working.

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MR. FISHER: He obviously is fighting. He knows he's pretty

close.

25X1A9A

[redacted]

He's close to 51. He's going to have to take

the 8%, and that's hard enough.

MR. FISHER: Do I have a motion?

25X1A9A

[redacted]

I can't see it.

25X1A9A

[redacted]

I would like to make a compassionate vote.

MR. FISHER: We are all with you.

25X1A9A

[redacted]

There's no doubt about it, he is close. It's

too bad. If he doesn't have a time factor another six months or so would do

it. It would seem like he could go on one of the IG trips or something to get

some time in.

25X1A9A

MR. FISHER: I went out of my way to ask [redacted] if he was

looking for a DDS representative for the IG staff. I said this man would be fine

for the IG, and you know - see that he gets a trip overseas. Well, I think

we have a motion.

25X1A9A

. . . Motion made, seconded and passed not

25X1A9A

to admit [redacted] into the System . . .

25X1A6A

MR. FISHER: I don't know about you all, but on [redacted] -

His [redacted] time in itself looks pretty good to me.

25X1A9A

25X1X4

[redacted]

We have already given credit for [redacted]

25X1X4

[redacted] too.

25X1A9A

[redacted]

What was that again? you say we have?

25X1X4

MR. FISHER: Well, we gave some credit, sure, for [redacted]

training.

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25X1A9A
25X1X4 [] But ^{this} [] isn't the [] man we had recently.
^

25X1A9A
MR. FISHER: No.

25X1X4 [] You mean give him credit for all 39 months of
this time with []

25X1X4

[]
Gordon, do you have much to say on this?

25X1A9A [] Well, I feel he has the service. I think he
has the service based on the comparison with the one we just approved.

25X1A9A [] Well, how much of this JMWAVE duty would
you be inclined to give, Gordon? the whole two years?

25X1A9A [] Well, if you're going to pin him down to a pre-
cise time -- A lot of the stuff was routine, a lot of the stuff was very risky,
and some of the stuff was really operational by every sense of the word. But
obviously, there were periods of it where he just sat down there like any other
staff officer.

25X1A9A [] He was working with case officers for some of
the time - briefing them.

MR. FISHER: But he does seem to indicate that it involved
so much contact - more contact - than might have been expected.

When I read this I felt that there was
enough time between the two that I didn't try to zero in specifically on how many
months it was. He needs 31 months altogether and we are talking about almost

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25X1X4 five years. Now the two months of taking training doesn't excite me terribly,

[REDACTED]

25X1A9A [REDACTED] Well, I'll tell you -- Shifting through this I

25X1X4 made a rough estimate that maybe a quarter of his time on the [REDACTED] job was what I would consider to be qualifying service in terms of hazard or some other criteria. And that's only about nine months or ten months. I wouldn't give him the two months of training. And I also estimated only half of his time at JMWAVE, and therefore I come up short.

25X1A9A

25X1A9A [REDACTED] By how much?

[REDACTED] I come up short by nine/ten months. I'm a little bit concerned over the fact that we have some people in DDS&T who were fooling around with various [REDACTED] The hazard is what? I don't know. Having one drop on your head I think is the biggest hazard.

25X1

25X1A9A [REDACTED] He gave an example of one that --

25X1

25X1A9A [REDACTED]

MR. FISHER: First of all, I think we are on the upbeat here. We are not trying to deny somebody qualifying service if we can find it here. I can't be precise about the 39 months, nor can I about the 24 months, but I guess I went about it differently. I said 39 and 24 is 63 and we have to find about half of that time together as being good.

25X1A9A [REDACTED] All right. All I have to say then is that half of his [REDACTED] time is good and half of his other time is good.

25X1A9A [REDACTED] That's 32 months.

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25X1A9A

[] I was really on the fence with this one. I have tried to come out with a yes or no. I was even counting his training for two months!

25X1A9A

[] gives him credit for 31 months in the [] service. He thinks that is hazardous. That's in one of the letters in there.

25X1A9A

[] I'm sorry, I missed that.

25X1A9A

MR. FISHER: He's really talking about the 1954 to 1957 time.

25X1X4

[] That's the [] time.

25X1A9A

[] No, it's not.

25X1A9A

MR. FISHER: Yes, it is. Sure.

25X1X4

[] 1954 to 1957 was [] time.

25X1A9A

[] These endorsing officers, I see, have really gotten on to this business of comparable service abroad.

25X1A6A

MR. WARNER: It's comparable to [] It doesn't really mean anything at all.

25X1A9A

[] It sort of turns you off.

25X1A9A

[] Yes, that's the effect it has.

MR. FISHER: It isn't too meaningful, but to each individual who says this, he's not -- He doesn't have the experience of sitting here. It sounds reasonable to him to say - If I can say that I do the same as they do overseas, then this should be good service. We could speak about a lot of overseas service that is not as demanding as this. And he is quite right. If we go half way on both tours you're about there, I think.

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25X1A9A

[] On the other hand, I guess he is a "D" careerist all the way. It's the whole pattern.

MR. WARNER: I think you would be shortchanging the JMWAVE service. The mere fact that he didn't do it every day --

MR. FISHER: It looked as if the total nature of his service has been different. Some guys can be on a tour for a couple of years and one year he does one thing and the next year something else. But even when it has been off and on, giving him half seems pretty easy.

25X1A9A

[] I think the whole pattern of the man's activity would say he was liable to this kind of duty.

MR. FISHER: I guess I didn't spend as much time on this one as you did. If we just give him half he's got it. It looked pretty good.

25X1A9A

[] I wrote myself a yes with one reading.

MR. FISHER: I think we have a motion.

. . . Motion made, seconded, and passed . . .

MR. FISHER: Okay. Frank, one of the problems that we face is that the people submitting these things are getting smarter and smarter, and they write better and better pieces. (Laughter.)

25X1

MR. [] They're also getting more endorsements than they got in the beginning.

MR. FISHER: We have sent some back. We can't always take the man's view. It's not that he's lying, but he sees it a little different than the others do.

25X1A9A
25X1

We now have []

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25X1C

25X1A9A

Now here is [] a former sterling member of our Board, who I always found to be a little on the tough side in terms of giving out credit. He is apparently convinced -- and he of

25X1X7

25X1A9A

25X1A9A

[] There were a lot of them that would bear some relationship to []

25X1A9A

MR. FISHER: I might add that Colby didn't see [] her
He called me on [] and said - I know you can't write it, but if you guys gave her credit for her pre-1947 duties I can understand it. I said - Well, yes, in a sense we did. We sort of round-balled it and she was short a little and, you know, it isn't legal. You're not supposed to give credit for it, so we did reach out a little bit for it and apparently that's what he told the Director.

25X1A9A

Incidentally, Colby is sitting with the [] case. He hasn't gotten to read it yet, but he told Barbara he was glad to get one of these raw.

25X1A9A

25X1A9A

[] I can't understand why I haven't heard from []

25X1A9A

MR. FISHER: We did say it would be a couple of weeks.
Well, we are a little afield here. Do I have a motion []

25X1A9A

. . . Motion made, seconded and passed
admitting [] into the System . . .

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25X1A9A

MR. FISHER: [] is in no hurry and I think we can punt on him.

25X1A9A

. . . The Board agreed to table [] case until the next meeting . . .

25X1A9A

MR. FISHER: Let's take care of #8 - [] This is for an extension of five months.

situation.

25X1A9A

25X1A9A

MR. FISHER: I agree, but [] came out of the field

for us on this. I had planned that [] would replace [] as Deputy

Director for Recruitment and Placement, and then [] popped up there and I

25X1A9A

felt that [] was the only one who really could do it. I might add that Bob

25X1A9A

[] is not really excited. He had adjusted to leaving on time.

25X1A9A

[] I think you ought to make the extension for a year.

25X1A9A

MR. FISHER: No, he won't take it for more than a year.

[] Under paragraph 5 - the last sentence - you say - "I would like to see the effort continue under him for one full year."

25X1A9A

MR. FISHER: That's one full year from today.

25X1A9A

[] Why? what's magic about a year?

MR. FISHER: It takes it through a full recruitment cycle on campus.

[] Okay, you had a reason.

MR. FISHER: I know you're going to go along with this -

(laughter) - but really, this black recruitment thing has taken a long time and

25X1A9A

it's just starting to move. [] -- I didn't put this in there -- but

he came down and really made a pitch to me. He said he would hate to see me

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25X1A9A

let [] go. He knows the black placement officers and he has entertained them and he has a whole thing going. I'm really hoping that this October or November it's going to pay off.

25X1A9A

[] They're recycling some of them.

. . . Off the record . . .

25X1A9A

. . . Motion made, seconded, and passed

approving the 5-month extension for [] . .

MR. FISHER: And this is strictly for operational reasons.

Bob's planning was pretty good. His daughter just graduated from the University of North Carolina and the boy is graduating from Yale. He would have had another year there except that he's so smart he made Yale in three years - he went in with some advanced credits and took some summer school - and he also has a scholarship or something for his Master's Degree, so Bob is now free as a bird. He has a summer place - his retirement place - all bought and he's really in good shape.

25X1A9A

Okay, we now have []

This is just a straight removal. I think we can all agree, without prejudice, that he be transferred to the Civil Service Retirement System with the understanding that he may return when he meets the qualifying requirements.

25X1A9A

. . . Motion made, seconded and passed . . .

25X1A9A

MR. FISHER: Okay, [] I think we can take care of that. By the way, I would like to advise you, [] that I don't mind you signing for the Deputy Director, but by signing as Chief of the Administrative Staff you're not complying with the regulations. The Deputy Director is supposed to go along with [] this. Just make that read - Deputy Director - and if he delegates the authority to you to sign for him, fine. Otherwise, somebody could say the Deputy Director didn't approve this.

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25X1A9A

[] Okay. Now in this case the emergency thing is not the separation from her husband or the daughter living with her. The emergency is the cost of having her teeth fixed, the pest control, and the new guttering.

MR. FISHER: In other words, she has had the daughter with her as a long term proposition.

25X1A9A

[] Yes, since 1958, and she separated from her husband in 1966. I also would like to say that I'm not leaning as much towards two years as I am one.

MR. FISHER: Yes.

25X1A9A

[] This expense - the emergency situation - only adds up to \$1200.

25X1A9A

[] I don't see any reason to [] extend her by two years. It doesn't seem to make a case for a full two years.

MR. FISHER: I must admit she's in a job where it's not easy to get people to do it.

25X1A9A

[] But at the same time they weren't taking an operational stand for her.

25X1A9A

[] Do you usually extend people for two years at a time?

MR. FISHER: No. Sometimes we round it out at the fiscal year - that type of thing. I guess the best thing is that if she really means it - that she was all prepared to go and then suddenly all of these things happened - and it's [] about \$1200 worth of things, then maybe one year will straighten her out.

25X1A9A

[] She planned to go. She was already separated and her daughter was with her. It's these other three items that caused the problem, and it only adds up to \$1200 really.

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MR. FISHER: So you have changed your mind.

25X1A9A

[] Not in the concurrence of the extension.

MR. FISHER: Can you re-do this and say you recommend

one year?

25X1A9A

[] Why? It's in the record, isn't it?

MR. FISHER: We don't send the whole verbatim up.

25X1A9A

[] Okay, I would be glad to change it.

25X1A9A

[] Can't we just say that the position of the

DDI was changed?

MR. FISHER: Is that all right?

25X1A9A

[] Yes.

MR. FISHER: But I can't help but think that someone will ask -

What did the Deputy say? are we reversing him or not? You can say that during the course of discussion the DDI representative expressed the Directorate position.

25X1A9A

[] Do these extensions go beyond you?

MR. FISHER: Oh, yes.

25X1A9A

[] I think you ought to re-do that second page to clean the record up. It was signed as the guy who is now changing --

25X1A9A

[] But wait until you see some from the DDS. They don't take a position! (Laughter.)

MR. FISHER: I agree, and we are going to do something about that. But here you have taken a position which sounds contrary. Maybe you can just asterisk this thing and drop down below and say that - ...on that basis we recommend one year. Okay?

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25X1A9A

[] Yes. Just give me back the original and I'll

fix it up.

25X1A9A

MR. FISHER: Do I have a motion []

25X1A9A

. . . Motion made, seconded, and passed

25X1A9A

approving a one-year extension [] . . .

MR. FISHER: Now we have [] She is quite a way off.

I suppose we could punt. This one really bothers me.

25X1A9A

[] I wanted to talk to Jack Iams about it and I haven't had a chance to yet.

MR. FISHER: I think it would be real poor precedent to approve this thing. There is absolutely no basis for doing this - except that she wants a nice round 20 years. This is a reserve appointment. We never committed ourselves to a career.

25X1A9A

[] It's the second time around.

MR. FISHER: She has had a reserve appointment which expires now and she has no gripe. We don't even terminate her. You just don't extend her reserve appointment. She's 62 years old. We are giving her a better break than the staff employees! We debated 15 minutes about your secretary, John, which had much more validity than this thing - and that was only on age 60 to 61!

Karl, if you would like to go back and argue with Iams, I think ^{he} [] has to understand that he's just not playing ball with the regulations with this.

25X1

MR. [] We are just going to table it then?

25X1

DR. [] I'll take this with me and do something with it.

. . . The Board agreed to table the case of

25X1

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25X1A9A

MR. FISHER: Let's skip [] She's not ready
to go until February.

25X1A9A

. . . The Board agreed to table the case of
[] until the next meeting . . .

25X1A9A

MR. FISHER: Okay, [] Did you all have a chance
to read the additional documentation?

25X1A9A

[]

25X1A9A

[] Yes.

MR. WARNER: It doesn't add very much.

MR. FISHER: Well, as you can see, this is not unrelated to

the one where we just gave six months. I must admit that when I first picked up

25X1A9A

[] request I had in mind his TDY [] when he worked with []

25X1A6A

on how can we all keep records better. I must admit that it never dawned on

25X1X7

me that he was at that point [] This may have been very different

25X1X7

when compared to the [] or others. Certainly I would have to

25X1A6A

agree that the history written here, which was written --

25X1A9A

[] Last month.

25X1A9A

MR. FISHER: Yes, but I assume it was not done with []

request for domestic qualifying service in mind. It indicated that the support

of the training and briefing operations gave the area division operational people

an opportunity to develop rapport with the foreign services concerned. I have

25X1A9A

some trouble with him.

25X1A9A

[] It says here that [] is striving
to get more information for us.

25X1A9A

[] He was going to appear before the Board, wasn't
he?

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25X1A9A

[REDACTED]

He's available.

25X1A9A

[REDACTED]

And these endorsements [REDACTED] -- I had him

submit this additional information and the endorsements. The most knowledgeable men on this would have been a couple of retirees who are not available right now.

MR. FISHER: Yes.

25X1A9A

[REDACTED]

George is one. He was FI.

25X1C

[REDACTED]

25X1A9A

[REDACTED]

I don't see that it meets any of the criteria

25X1A9A

that we talk about. It's not practicing tradecraft, hazardous -- How can you put a handle on it? How can [REDACTED] put a handle on it?

25X1A9A

[REDACTED]

He did in fact develop and assess these people that he was in contact with, and he passed the information on to these individuals who signed these memos. I think he ought to be able to tell his case.

MR. FISHER: Well, let's get him up here.

25X1A9A

[REDACTED]

He needs a pretty good block of time here.

MR. FISHER: Yes, he does. He needs a very big block of time.

25X1A9A

25X1A9A

. . . [REDACTED] withdrew from the meeting at this time to summon [REDACTED] to appear before the Board . . .

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25X1A9A

[] Our Board didn't sit on this downstairs. We didn't have time.

MR. FISHER: Yes, I know. I missed that, I must say.

25X1A9A

[] Do you handle this in your Board, Gordon?

25X1A9A

[] Yes, the whole Board sits.

25X1A9A

. . . [] entered the meeting at this time . . .

MR. FISHER: We would like to hear some more from you,

25X1X7

[]

terms of domestic qualifying service. We are supposed to find a hazard, or stringent practice of tradecraft to protect your personal cover, and it's within these guidelines that we find it a little hard in your case.

We have been exposed to individuals who worked with liaison services and we do not normally give credit for that sort of thing. Your's is a little different in that there was obviously some development of assets coming out of this, too - without necessarily the practice of stringent tradecraft. So I think/we would most like to hear in your own words is that part of your duties that was involved in eliciting information.

25X1A9A

[] Well, during the period of time when I was

25X1C

[]

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I'm sorry. I just don't see it. Not only that, but I hardly see the work if he had 33 months of it.

25X1A9A

Now I have a little indication

already -- not that we are not going to call it as we see it -- but there's Bill Colby with [] saying she worked with these foreign intelligence

25X1A

services and unless you tell me you gave her credit for this time [] I don't see it. I realize that there may be a slight inconsistency, but we only had to find six months for the other fellow who personally developed ^{assets overseas} where he did a tour, and then came back here and developed witting informants - as opposed to 33 months here. I think we are ready for a motion.

25X1A9A

Motion made, seconded, and passed not admitting

25X1A9A

[] to the System . . .

[] called me this morning and wanted to know if I would call him when we had a decision.

MR. FISHER: He'll appeal.

25X1A9A

[] I'll tell him.

25X1A9A

[] Okay. But it will be a little while before he gets a memo.

25X1A9A

[] He has a pretty good out with 28 years of service at age 54.

MR. FISHER: When is his birthday, incidentally?

25X1A9A

[] Will he lose 2%?

MR. FISHER: He's losing 3-3/4%. We now go

25X1A9A [] which is a rather complicated case. There was even some question of whether or not we should put it on the Board, or whether I should just make a determination that she's not even qualified for consideration. Well, I wanted the Board to be a party to it.

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I think you will all recall the language and the regulation which we have interpreted as not making our System available to contract employees. It's okay for contract employees who convert after they have already vested and they can carry it. And so far we have stayed pretty much with that. But truly, the language of the regulation is not that contract employees can't get in, but that anyone who does not have a completely, career oriented tour of duty with this Agency can't. As a matter of fact, why don't we just read the regulation -

"Career means the predominant and long range orientation of an employee's Agency service, past and present, as well as plans for his future development and use."

Now this is a gal who was a staff employee from March, 1953, to March, 1958. She then went overseas with her husband three years later - or in January of 1961 - and she was picked up as a contract wife. She then had another gap and she went overseas again, and for another year or so was again employed as a contract wife. She then had a break in service of six months or so and was re-employed as a staff employee.

25X1A6A Then she left again and became a contract employee, which she is at the present time, having picked up employment

So the one question is -

Do we break sort of a long standing rule of bringing a contract employee into the CIA System? We have never done that, and unless we can look back and say - Yes, she's a real career employee -- My own judgment is that she really wasn't. Her husband was a career employee and she happened to go to places where she could be picked up as a contract wife, and when she wasn't picked up she didn't work. So on this basis I don't see her as really eligible for the CIA System. And even if she was, she is still short on time.

25X1A9A She had staff employee status when she went overseas the first time around. When there was no staff job for her, she had to convert to contract.

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MR. FISHER: Yes.

25X1A9A

[] She has only contributed to the retirement system for a couple of years.

MR. FISHER: We are able to reinstitute that time.

25X1A9A

[] I thought it said she was under Social Security.

25X1A9A

[] 2(b), (c), and (d) were under Social Security. That one there would be optional time. She can pay it in or --

MR. FISHER: When that new law came in she could get credit.

25X1A9A

[] So if she didn't pay in --

25X1A9A

[] It would be 10% minus, yes.

25X1A9A

[] With all the breaks in service she comes up with 14 years and eight months of Agency service and 21 years of Federal service.

MR. WARNER: Harry, I don't think you made it clear that during the period of contract service, when she was on Social Security, that she gets not only Social Security but Civil Service retirement credit. She gets double credit.

MR. FISHER: That was a real windfall for her, because if we couldn't have gone back and converted that to creditable service she wouldn't even be eligible for Civil Service retirement.

25X1A9A

[] She could go under discontinued service right now as a contract. She's 50 and has 21 years.

MR. FISHER: Yes. Now again, if we even saw her as eligible -- and she would be the first contract that we brought into the System as a contract employee, as opposed to someone who has given us 18, 20 years and then converts to contract.

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25X1A9A

[] We brought those in who had previously been contract employees as staff --

MR. FISHER: No, not as contract. And even if we did all of this, she still is short a couple of months. Now I don't really have the records. I'm not even clear that she was a full time contract employee overseas, and I suppose that that's not a critical item.

25X1A9A

[] She was not a WAE. And on that break between May, 1963, and August, 1963 - she resigned to go on leave with her husband and came back and picked up again at the same place.

25X1A9A

[] Well, even leaving aside the technicality here - not putting contract people in - she still doesn't have it. There's no way of qualifying her.

25X1A9A

[] This raises an issue, Harry, that is going to concern us downstairs [] where we may be bringing people in on contract and keep them on contract, and we would like to include them in the System of course. So you have one facing you - not soon, but some time in the next couple of years.

25X1A9A

[] We have a couple of rulings from OGC that we can't do it.

MR. FISHER: We will cross it when we come to it, Gordon. That is one of the major problems throughout. I don't blame them. They are trying to get the best of both worlds and they have to get off it somehow. They want to say we are not bureaucrats, we are not regular Government - these new agents - and yet somehow they want to build in all the quirks that go with being a Government employee.

MR. WARNER: John and I had a long session with them yesterday and we gave them a sample contract that doesn't include any of these kinds of things. Civil Service retirement for CIARDS takes no part in it.

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MR. FISHER: He's indicating that it would be nice, and I know his point. A guy could give us a tremendous 25 years down the road, and you would like to put him in.

25X1A9A

[] Wouldn't they convert him to a career agent and then we could put him in?

MR. WARNER: No. They want to go an independent contractor route, so they tell me.

25X1A9A

. . . Off the record . . .

[] Well, we won't do it without you and John to advise us, Harry.

25X1A9A

[] In this 17 April memo, paragraph 3(a), (b), (c), (d), (e), and (f) don't carry much weight, but what about that three months []

25X1A6A

25X1X7

25X1A9A

25X1A9A

[] We had a precedence case, and [] did not get it.

MR. FISHER: Yes.

25X1A9A

25X1A9A

[] If she had her 60 months --

[] Then you would have to face the contract question.

MR. WARNER: I still think we are falling short, even if she had the 60 months. The facts here just don't show a career concept.

25X1A9A

[] It was strictly for her convenience I would think.

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MR. WARNER: That's right.

25X1A9A

[] Does this in any way reflect discrimination against women?

25X1A9A

[] These wouldn't come under Civil Service. They would be these temporary [] indefinite types of appointments.

MR. WARNER: She would pick up Civil Service by paying in.

25X1A9A

[] But I was talking about the career status of it.

25X1A9A

[] Nobody has that requirement, Bob.

25X1A9A

[] She signed on to the staff with the intent of making a career. She got married and accommodated to that of her husband, but this doesn't lessen the fact that she wanted to carry on her career with the Agency. It doesn't change that.

MR. WARNER: But the fact is that she didn't.

25X1A9A

[] She did in a contract capacity. We couldn't accommodate her in a staff job wherever he went, so it was [] contract.

25X1A9A

[] At the first opportunity to convert to staff status she did, and had it for four years.

25X1A9A

[] She had one one-year break, one three-year break, and one six month break.

25X1A9A

[] But they all were probably to accommodate her husband's moves - his job - and whatnot.

25X1A9A

[] There was no opportunity to resume status after the first break. He was on home leave and went [] right back overseas again. The second time there might have been a chance. The third time there was very little chance.

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25X1A9A

25X1A2G

[] In March, 1957, she was reassigned to Headquarters - [] - and resigned for [] domestic responsibilities for one year.

25X1A9A

[] Why the termination of staff status in 1970?

25X1A6A

MR. FISHER: I assume her husband moved []

25X1A9A

[] He ^{retired} resigned in 1970.

25X1A9A

[] If she had continued being a staff employee, then we would have real good evidence that that was her intent all along.

MR. FISHER: I don't know. It's not black and white, is it? in terms of out of a potential 19 years that began in March of 1953 through March of 1972 -- with four periods of contract service. She's got 14 years.

25X1A9A

[] She would still have the OGC ruling - you can't put a contract in.

MR. FISHER: Well, OGC proposes and disposes. We can't rule out the fact that they could readdress themselves to the question of the definition that I read. Again, I must admit that my instinct is against it, but --

25X1A6A

MR. WARNER: But again, to designate a participant the person must be serving on a career basis. She's on a contract [] - her husband

25X1A6A

is retired [] [] She simply is not serving on a career basis at this time.

MR. FISHER: Do we have a motion?

25X1A9A

[] You're moving too fast. I still say that that interpretation of whether she's serving on a career basis - You could be contract and serving on a career basis.

25X1A9A

[] But that contract has a terminal date on it. All contract employees have terminal dates, therefore they can't be career.

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25X1A9A

[] You could say that the first reason is that she doesn't have 60 months.

MR. FISHER: Then you have the question - Why should we even be considering it if she isn't qualifying?

MR. WARNER: If you had a true career case you would really squeeze for a month.

MR. FISHER: If they had been serving on a career basis. The definition of a career is what bothers me. It says - "...the predominant and long range orientation of an employee's Agency service, past and present, as well as plans for his future development and use."

25X1A9A

[] I feel that her's fits in that category. The fact that she accommodated to her husband's moves --

25X1A9A

MR. WARNER: She picked up work wherever she could.

[] We didn't have staff status for her, so she settled on the contract. She did pick a career in CIA, then she married her husband, moved, and we treated her like a woman who is a second class citizen. We are coming ● face to face with it all the time.

25X1A9A

[] I think her marriage was her career, not her employment with CIA.

25X1A9A

[] This is the issue.

MR. WARNER: Teaching gymnastics is a career with CIA?

25X1A9A

[] Running a women's club?

25X1A9A

[] State is taking a position that a woman can be married and follow a position in the Foreign Service.

MR. WARNER: I agree, but this one didn't.

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25X1A9A

[REDACTED]

She was married when she came on board.

25X1A9A

[REDACTED]

If she had been able to maintain her staff status

after she married, I think she probably would have. We don't have the records here to show what transpired. We do this with our own wives downstairs.

They're staff when they're here, and when they go overseas they lose their staff status. If we have a job for them we give it to them, otherwise we work out a contract. It's the same situation again.

25X1A9A

[REDACTED]

And generally you put them in a leave

without pay status.

25X1A9A

[REDACTED]

For two years, and then they lose that benefit.

25X1A9A

[REDACTED]

She signed a form saying she'd go overseas.

How could she sign a written obligation to serve anywhere at any time?

MR. WARNER: She couldn't.

25X1A9A

[REDACTED]

No, she couldn't - her husband wouldn't

let her do that. Therefore, she wasn't working on a career in the career service.

25X1A9A

[REDACTED]

We have a great many people who signed that form,

Karl - to go anywhere at any time for the good of the service. For many reasons they don't.

MR. FISHER: I can't add up her missing that much time.

She came in in March, 1953. She started in March, 1953, so to March, 1972, would be 19 years. Now May has passed, so it's 19 years and two months,

but I only see four years and seven months as contract. Is there a gap?

Well, out of her total 19-year potential she worked 14-1/2 years for us. I don't know.

I'm trying to look for a minute --

beneath all the technical jargon -- and say - Did she really give us as much time as she possibly could on a career basis?

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25X1A9A [] Yes, under the circumstances.

25X1A9A [] She had a break from 1958 to 1961 and she just has "for domestic responsibilities."

25X1A9A [] The [] children.

25X1A9A [] No, the last child was born in 1951 - according to the profile anyway.

25X1A9A [] Well, I won't chew it to death, but I see it as a precedent case that we are going to be dealing with downstairs.

MR. WARNER: But we have had other precedent cases exactly like this.

25X1A9A [] Not exactly like this. I think her initial intention was a career, and the fact that she continued as staff until she married --

25X1A9A [] She was already married when she came on. She took a staff job with the Agency and she only gave up the staff job when we [] couldn't accommodate her.

MR. FISHER: In terms of a couple that worked here, it's the general feeling that one's career is sort of dominant - and I won't say that it's the man necessarily.

25X1A9A [] This is a position that I think is being challenged now by the U. S. Government and by State, which has always taken the opposite position - that both can have a career.

MR. FISHER: When the time comes for one to take an assignment, they can't just sit there and say - We can't go because you would be interfering with his or her career. So once you decide that you say - We want you to go overseas and the other one has to accommodate, and in that sense she's subordinating her career to that of her husband.

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25X1A9A

[] True.

25X1A9A

[] If she had had staff status in January of 1966

and she had applied for CIARDS, would she not have gotten it then?

25X1A9A

[] No, because the overseas time in (b),
(c), and (d) - up until December of 1970 - was not good time. We figured
if it was not good for retirement, it wasn't good for qualifying service either.

MR. FISHER: But again, it's a bit of a technicality. Had
that law been passed earlier, his question would be a valid one.

MR. WARNER: Congress is pretty important when it passes
a law, and in addition to which they have given her double credit.

MR. FISHER: Let's project it into the future, John. Someone
has "X" number of years of contract service for us and then converts to staff,
and after four or five years as a staff employee he applies. We would be able
to take him in.

MR. WARNER: Indeed. The law has changed.

25X1A9A

[] And when she left to go back to contract in
November of 1970, we would have been forced to remove her from the System
because she would not have had a vested right - that is, 15 years with the Agency.

25X1A9A

[] She wouldn't have had 15 years?

MR. FISHER: If you vested a right after 15 years, then we
don't take it away from someone because they converted to contract.

25X1A9A

[] She only had about 12-1/2 years when she
went back to contract.

MR. FISHER: I do feel that we should indicate that even if
qualifying she doesn't have the qualifying service, but I must admit it's putting
the two together. She needed two months. I'm thinking about some to come.

I realize it's going to be a problem.

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MR. WARNER: What was the grade of her husband, Murray?

do you remember?

25X1A9A

[redacted]

No, I don't.

25X1A9A

[redacted]

I guess he was a 13, but I don't know for sure.

MR. WARNER: His was the dominant career. He moved around and she quit if she had to and picked up a job if she could.

MR. FISHER: You have no problem, Bob?

25X1A9A

[redacted]

No.

25X1A9A

[redacted]

This proposed [redacted] memo covers all three points.

MR. FISHER: Okay. It appears to me that the consensus of the Board is clearly that she is a contract employee and as such is not qualified for designation - with a minority vote.

. . . Motion made, seconded, and passed not

25X1A9A

to admit [redacted] into the System with

25X1A9A

[redacted] dissenting . . .

25X1A9A

MR. FISHER: Murray, I didn't even get to [redacted]

Is he for 30 June?

25X1A9A

25X1A6A

[redacted]

Yes, and he's here TDY [redacted]

He's going back Friday I think. I had him sign an application yesterday just in case he would be approved.

MR. FISHER: Well, he seems to have it.

25X1A9A

[redacted]

has some pretty good stuff.

MR. FISHER: To begin with he doesn't need very [redacted] much.

(laughter.)

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25X1A9A

No.

25X1A13C



25X1A13C

I don't see any problem with the
six months, without even considering his time on

and so on. Does anybody have any problem with this one? (No response.)

May I have a motion?

25X1A9A

. . . Motion made, seconded and passed approving

for inclusion into the System . . .

. . . Meeting adjourned at 4:15 p.m. . . .

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